

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Forest of Galtres GC call on everyone involved in golf to play their part in developing a culture that values women's involvement in every aspect of the sport, from participating to pursuing a career.

- Our aim is to increase the number of women and girls playing and working in golf.
- To achieve this goal and to enable women to flourish throughout golf, we recognise the need for a fundamental shift in culture. There is a clear ethical need for change and the potential economic benefits of growing the sport through more women and girls playing are substantial.
- The R&A commits to playing a leading role in this process and to working with affiliates, partners and the wider golf industry towards achieving this goal.
- In signing this Charter, we Forest of Galtres GC commit to making tangible efforts to develop a welcoming and inspiring environment for women. We will do more to attract women into golf, to remain, and to have rewarding careers.

The Charter:

- Is a statement of intent from the golf industry and Forest of Galtres GC, to unite and to focus gender balance at all levels
- Commits us all to supporting measures to increase the number of women, girls and families playing golf
- Calls for positive action to encourage women to pursue careers in all areas of the sport
- Recognises the need for change that creates an inclusive environment within golf and our golf club

Signatories commit to activate this Charter by:

- Developing and implementing an internal strategy for enhancing gender balance at every level
- Establishing senior management responsibility and accountability for gender balance and inclusion, which is discussed and reviewed at committee/board level with Forest of Galtres Golf Club
- Strongly advocating more women and girls playing and working in golf.
- Working with key stakeholders to develop and embed a more inclusive culture.
- Promoting the Charter and our goal of encouraging more women and girls to play golf and work in golf.

How we at Forest of Galtres GC Plan to achieve this

- *Deliver a minimum number of two initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns*
- *Formerly promote inclusion to the wider community via the club website, social media accounts and local community groups.*
- *Promote a membership pathway, for women/girls and families to progress within the club*
- *Create a team of members and staff to assist and support new participants and members*
- *To become a SafeGolf accredited club and ensure policies and procedures remain up to date*
- *Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter*

Signed on Behalf of Forest of Galtres GC:

Club Manager/Secretary: Sue Procter

Signed:

Date: 24/11/2020

Charter Champion: Sue Procter

Signed:

Date:24/11/2020

These objectives will be embedded into the club business plan and reviewed on an annual basis, to ensure that this inclusive commitment remains robust.

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
1	Deliver a minimum number of two initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns	<p>Our club currently We offer group coaching to Ladies at a reduced rate.</p> <p>We offer a reduced rate of subscription in the 1st Year of Membership</p> <p>We have a 9 Hole Membership to attract beginners to golf and those who are short of time.</p> <p>We have 21 Lady Members at present but no girls. at present.</p>	<p>By We will promote our group coaching sessions on social media and on our website.</p> <p>We will involve the Ladies Section in an Open Day for new lady golfers as we have done in the past.</p> <p>We will engage with Get into Golf as we have done before.</p> <p>We will engage with local community groups and other local sports clubs</p>	<p>During the 2021 season and Covid 19 permitting of course we will aim to promote group lessons and ideally aim to get 2 groups of 6 participating.</p> <p>We aim to attract a minimum of 12 ladies to our Open Day.</p> <p>We are also improving our practice facilities to make them more attractive and user friendly.</p> <p>We would hope to hold an Open Day primarily to attract new lady members. If this were successful we would think of holding another Open Day in the school holidays to which potential new and existing members could bring their children too.</p>
2	Formerly promote inclusion to the wider community via the club website, social media accounts and local community groups.	<p>Our Club Currently</p> <p>We promote Ladies Golf through our social media platforms.</p> <p>We offer reduced rates of membership to Ladies in their first year of membership.</p> <p>We approach local sports clubs and gyms to promote the playing of golf.</p>	<p>By We will continue to promote ladies golf as outlined in the previous section but will attempt to focus more strongly on ladies golf and perhaps try a big social media promotion starting in April.</p>	<p>We will enrol the help of our Ladies Section and our Golf Professional and work out a promotion plan to target local sports clubs and groups in the area.</p> <p>Covid 19 permitting we may approach local schools in an effort to get Junior girls and their families interested in golf.</p> <p>We will arrange coaching sessions and an Open Day to promote ladies golf.</p>
3	Promote a membership pathway, for women/girls and families to progress within the club	<p>Our club currently We have a small and friendly Ladies Section who are happy to play with new Lady members and mark cards for them.</p>	<p>By We have followed up our Get into Golf Sessions with opportunities to meet and play with existing members of the club and will</p>	<p>We aim to arrange these sessions in the new season starting in April 2021 and continuing for as long as there is a demand.</p>

		<p><i>We hold 9 Hole competitions which newcomers are welcome to join in with. We also hold 9 Hole Texas Scrambles in the summer evenings followed by a snack supper in the Clubhouse for new members to meet socially</i></p> <p><i>We have 21 Lady Members but no girls at present.</i></p>	<p><i>continue to do so. We will also conduct a survey at the end of each group of sessions which will hopefully provide us with valuable feedback.</i></p> <p><i>We have found that although ladies have enjoyed the sessions they often think that golf takes too long hence the introduction of our 9 Hole membership as well as 9 hole competitions. There is also the opportunity to gain a handicap as a 9 Hole member.</i></p> <p><i>We will enlist the help of the Golf Foundation to assist us with attracting Junior girls - A joint programme we deliver with the Golf Foundation is Girls Golf Rocks – applications for clubs are currently open and are likely to close around 10th January 2021 - https://www.englandgolf.org/girls-golf-rocks/</i></p>	<p><i>If we could attract 10 new lady members we would be delighted.</i></p> <p><i>We would like some Junior girls but we have not had much success in the past with this. But will persevere.</i></p>
4	Create a team of members and staff to assist and support new participants and members.	<p>Our club currently</p> <p><i>We do not have an official buddy system but as we are only a small section everyone helps to welcome new members and we will ensure that there is a link up with the coaching sessions so that the existing members meet the new ladies.</i></p>	<p>By</p> <p><i>Aim to form an induction plan to help new members and enrol the assistance of our England Golf Support Officer to do this.</i></p>	<p>We want to achieve</p> <p><i>Our Ladies Section is small and friendly and everyone is happy to assist with supporting new lady golfers. This is something we can build on over 2021 moving into 2022.</i></p>
5	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	<p><i>a. Adopted the required club policies</i></p> <p><i>b. Appointed a Club Welfare Officer</i></p> <p><i>c. DBS checks are obtained for relevant club personnel</i></p> <p><i>d. Club staff and volunteers have obtained any required qualifications</i></p> <p><i>e. PGA Professional(s) are included on PGA SafeGolf Coaches Register</i></p>	<p><i>The management team at the club has approved all the policies and procedures.</i></p> <p><i>All documentation is up to date on the England Golf portal and notify our local England Golf Club Support Officer. We expect to complete by 31/12/2020. Our</i></p>	<p><i>Keep a register of when the key policies and documentation needs to be updated and when key members of staff and volunteers need to undertake relevant training</i></p>

			<i>annual review date will be 31st December each year</i>	
6	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter	<i>To capture and record a baseline of all the key measures we are committing to within the charter including membership data for our club to determine the impact of the charter</i>	<i>Formally share progress and updates/changes to the charter with England Golf moving forward</i>	<i>To provide annual measures to help determine the impact of the charter</i>
		<i>To appoint a charter champion utilising the role description provided. The champion will be responsible for the promotion, activation and reporting on the progress of the charter.</i>	<i>The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release</i>	<i>The charter Champion to provide England Golf with an annual report on progress on commitments made</i>